

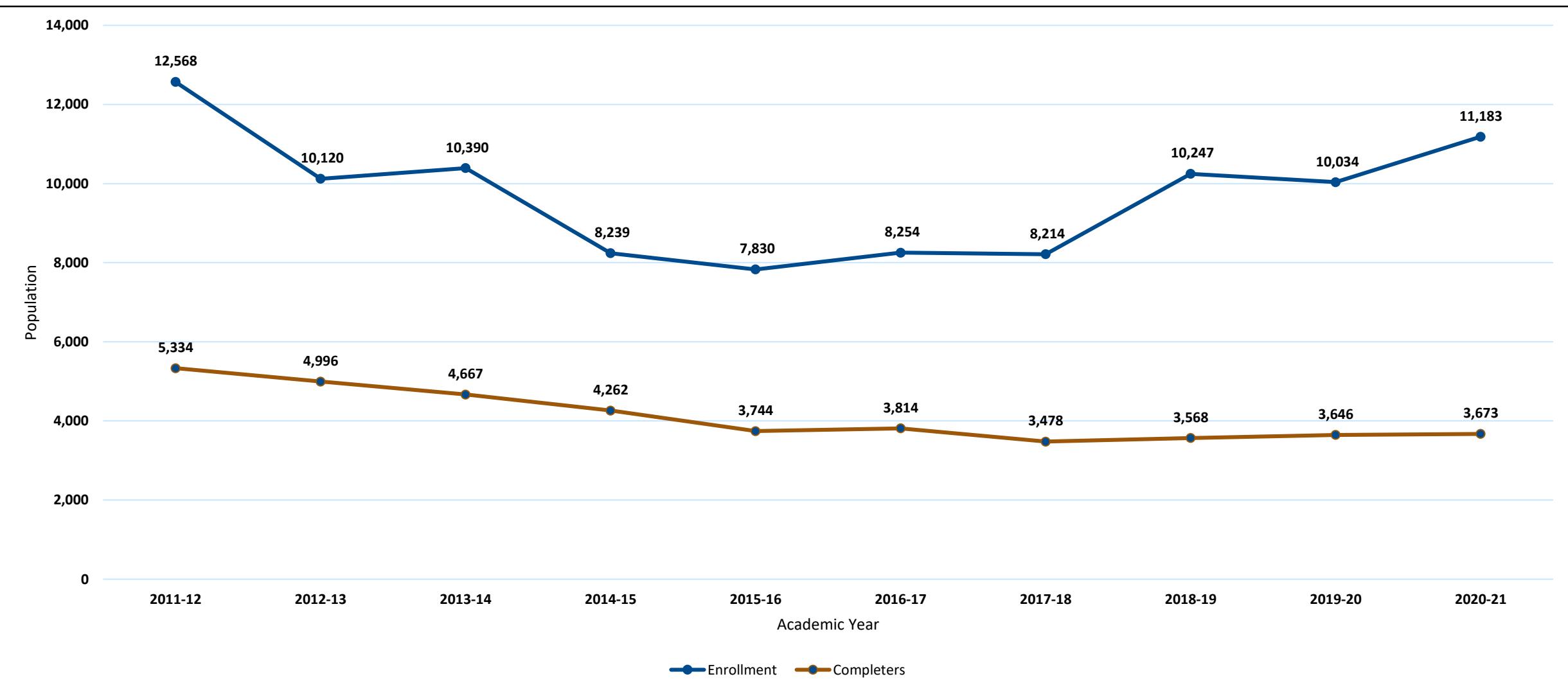
Report on Teacher Workforce

January 2023



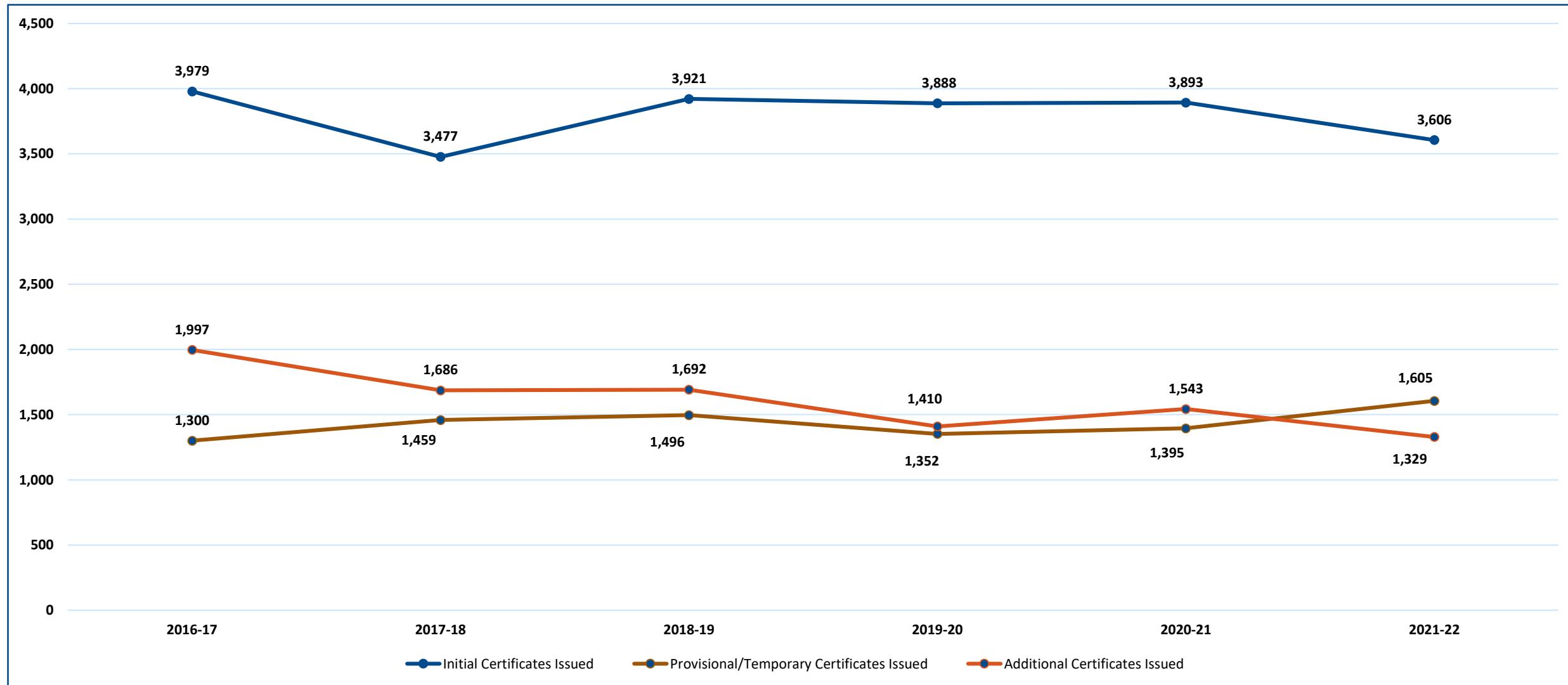
Educator Preparation Program Enrollment

2011-12 to 2020-21



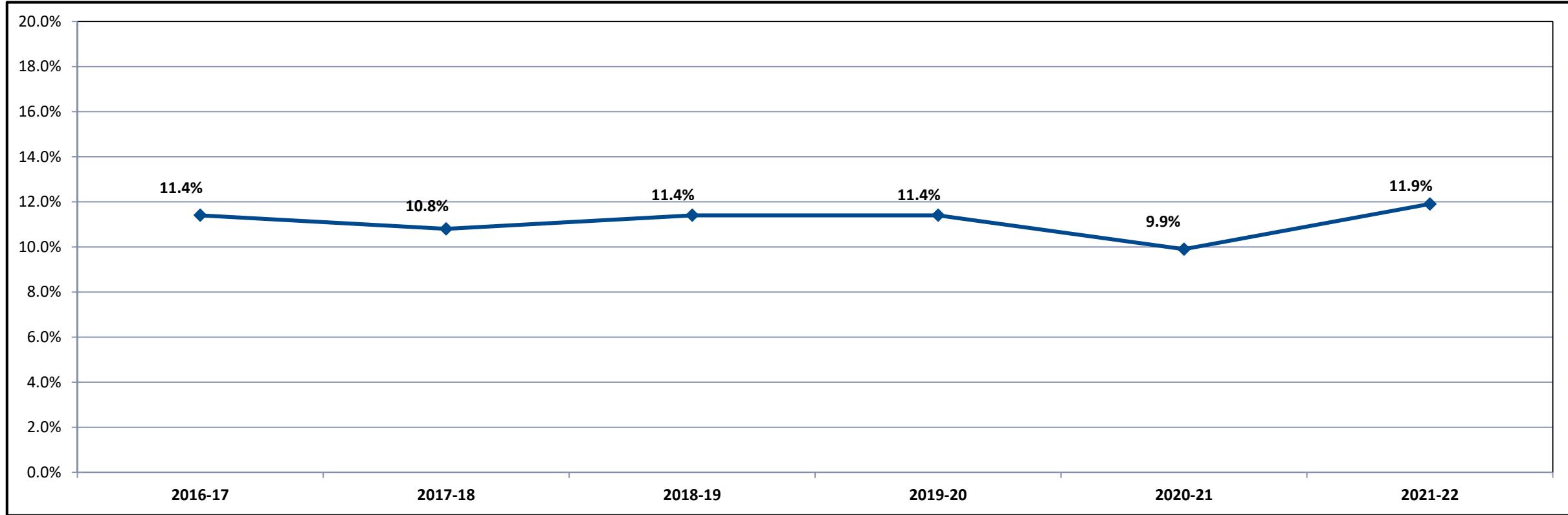
Teacher Certificates Issued

2016-17 to 2021-22



Teacher Hiring Rates

2016-17 to 2021-22



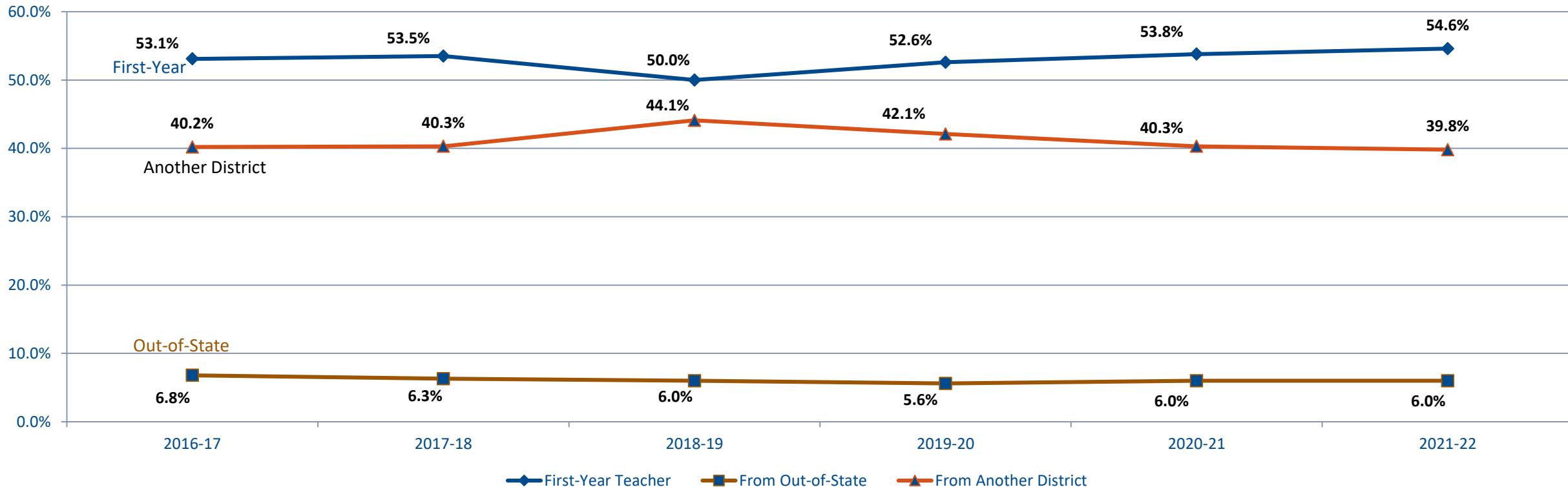
Hiring & Retention Rates 2016-17 to 2021-22

| School Year | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | 2021-22 |
|--------------------------------|---------|---------|---------|---------|---------|---------|
| Total Teachers | 70,244 | 70,618 | 70,816 | 71,170 | 70,832 | 71,713 |
| District New Hires | 8,024 | 7,649 | 8,061 | 8,091 | 7,031 | 8,547 |
| Teacher Hiring Rate | 11.4% | 10.8% | 11.4% | 11.4% | 9.9% | 11.9% |
| Overall Teacher Retention Rate | 88.6% | 89.2% | 88.6% | 88.6% | 90.1% | 88.1% |

* Calculation based on filling any educator position regardless of the reason the position became vacant, Recruitment and Retention Report 2022

District New Hires

2016-17 to 2021-22

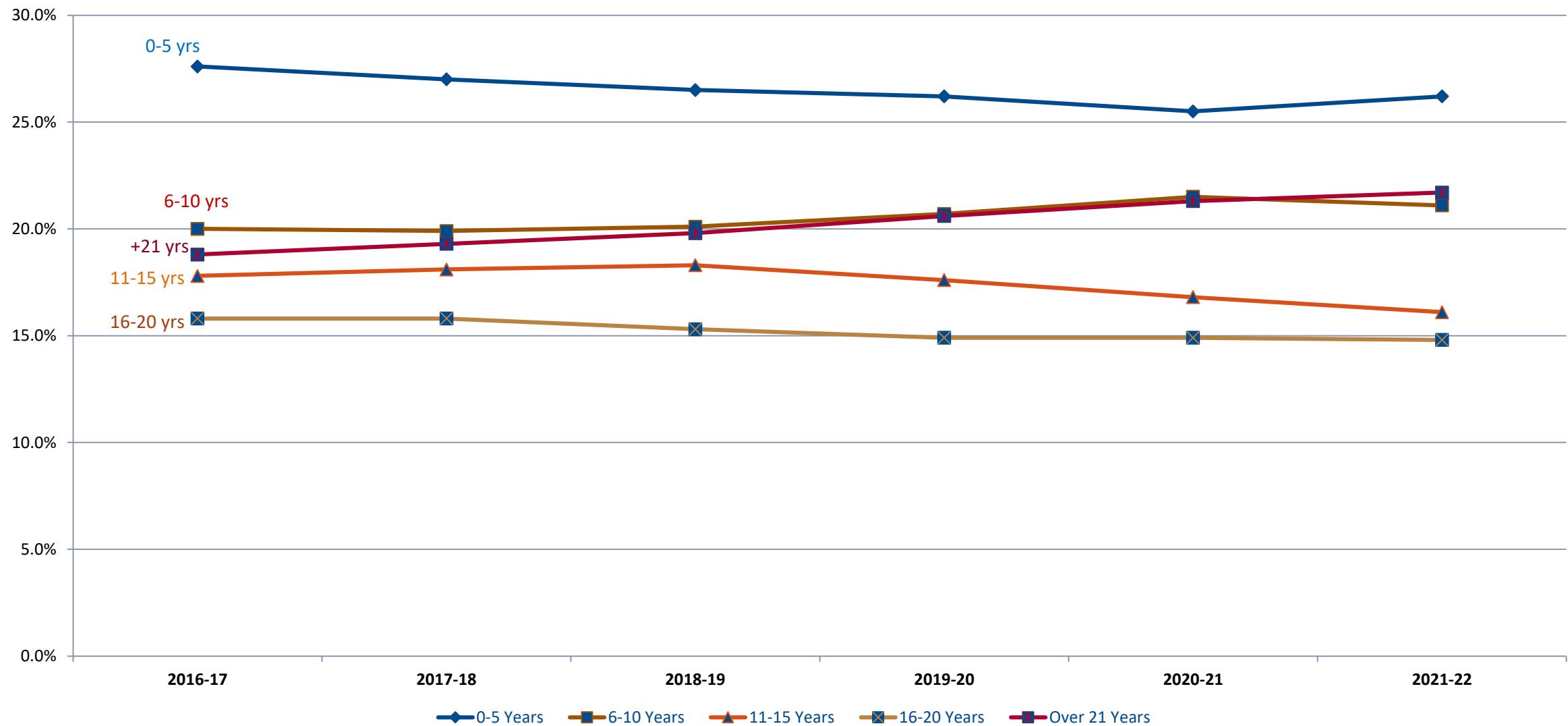


District New Hires 2016-17 to 2020-22

| School Year | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | 2021-22 |
|-----------------------|---------|---------|---------|---------|---------|---------|
| Total New Hires | 8,024 | 7,649 | 8,061 | 8,091 | 7,031 | 8,547 |
| First-Year Teachers | 53.1% | 53.5% | 50.0% | 52.6% | 53.8% | 54.6% |
| From Another District | 40.2% | 40.3% | 44.1% | 42.1% | 40.3% | 39.8% |
| From Out-of-State | 6.8% | 6.3% | 6.0% | 5.6% | 6.0% | 6.0% |

Teachers' Years of Experience

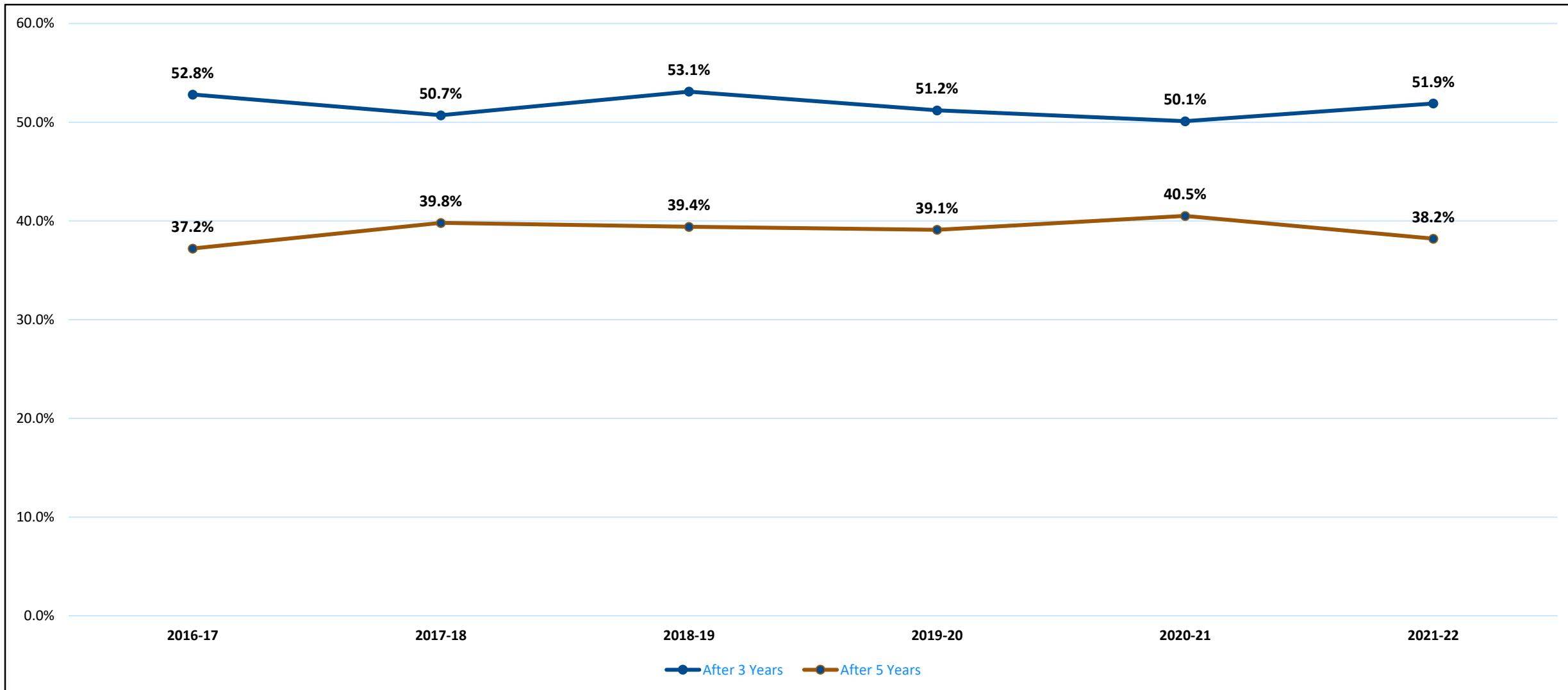
2016-17 to 2021-22



*October Cycle of the MOSIS/Core Data System, Recruitment and Retention Report 2022

First-Year Teacher Retention

2016-17 to 2021-22



Teacher Shortage

Inappropriately certified by content area

| Subject Area | Full-Time Equivalent (FTE) Unqualified | Shortage Indicator by Total FTE |
|---|--|---------------------------------------|
| Elementary Education 1-6 | 523.32 | 0.73% |
| Mild/Moderate Cross Categorical K-12 | 409.20 | 0.57% |
| Early Childhood Special Education B-3 | 391.10 | 0.55% |
| Early Childhood Education B-3 | 372.29 | 0.52% |
| Social Science 5-9 | 281.88 | 0.39% |
| Physics 9-12 | 281.67 | 0.39% |
| Mathematics 5-9 | 234.73 | 0.33% |
| Severely Developmentally Disabled B-12 | 204.77 | 0.29% |
| Biology 9-12 | 199.07 | 0.28% |
| General Science 5-9 | 191.73 | 0.27% |



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